



PAY JUSTICE

**for school and
council workers**



**Your pay matters.
That's why UNISON,
alongside the other
unions in local
government and
schools, is continuing
to negotiate with
employers to get you
a better deal on pay.
For years now you
have done more work
for less money.
Now it's time to
change that.**

UNISON wants pay justice for you and everyone working in schools and local government and we have submitted a pay claim to the employers on your behalf that asks for:

- the scrapping of NJC and all local pay points which are below the UK Living Wage (and deletion of GLPC pay points lower than the London Living Wage)
- a flat rate increase of £1 an hour on all other pay points
- the retention and protection of Green Book Part 2 terms and conditions
- fair treatment for school support staff through a joint review of term time working.

We believe that our demand for the Living Wage and £1 an hour on pay points above it is fair and affordable. For years now your pay has been lagging behind prices and we believe that this is bad for you and your family and bad for the services you provide to the public. Everyone benefits from public services that are provided by fairly paid, motivated and properly trained staff.

We want employers to demonstrate that they value your dedication and skills by protecting your terms and conditions – things like sick pay.

We want the vital role of school support staff to be recognised and valued by giving you fair contracts so you can focus on the children in your school rather than be worrying about paying your bills.

In 2015 your pay is worth 20% less than it was five years ago as a result of government pay freezes and pay rises that haven't kept up with inflation.

And, to add insult to injury, lots of you have seen other working conditions cut too. Now the Chancellor George Osborne wants to make life harder by putting a 1% cap on your pay so you will never make up the money you have lost.

He says that low paid workers will be better off with the new National Living Wage of £7.20 but that's just not true. Any wage increase for the low paid as a result of the National Living Wage and the higher personal tax allowance will be clawed back through government cuts to working tax credits and the benefit threshold.

And many councils say that 40% government cuts will leave them struggling to fund any pay increase at all for our members earning above the

new National Living Wage – so nobody wins.

We can't go on like this. You can't be expected to continue providing vital local services while your pay spirals downwards and your working conditions get worse. And as your pay falls, so does your pension.

Your goodwill is being abused. In the face of cuts and job losses everywhere, you are holding communities together while services are swamped by public demand. Employers' expectations have increased too. No wonder workload and stress levels are going through the roof and morale is at rock bottom!

UNISON is campaigning for central government to provide additional funding for councils and for the LGA to restore decent pay levels for the entire workforce. That is our priority and we need your help.

Please go to unison.org.uk/NJCpay16-17 where you will find more details about what we are doing about pay in schools and local government. Then sign up to be part of our campaign so that we can send you updates. Then you can make your voice heard on pay by getting involved in campaign actions.

And perhaps you could encourage your colleagues to sign up too so they can be part of our campaign for pay justice.

Three simple ways to join UNISON today and get essential cover wherever you work



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for an application form**